

LINLITHGOW SPORTS CLUB

Equality and Diversity Policy

Equality and Diversity Policy Statement

The aim of this policy is to ensure that everyone is treated fairly and with respect and that employees, members, non-members, visiting clubs and teams are not denied access to Linlithgow Sports Club (LSC) because of a discriminatory reason.

1. LSC is responsible for setting standards and values to apply throughout the club at every level.
2. This policy is fully supported by the LSC Board of Management (BOM)
3. LSC, in all its activities, will not discriminate or in any way treat anyone less favourably, on grounds of gender, sexual orientation, race, nationality, ethnic origin, religion or belief, ability, age, disability, employment status, actual/suspected HIV/AIDS, unrelated criminal offences/ex-offenders (subject to any legal or public interest constraints, or responsibilities for children or dependents)
4. The LSC will ensure that it treats its employees, members, non-members and visiting club members and teams fairly and with respect and will ensure that they have access to and have opportunities to take part in, and enjoy, the Club's programmes of activities, competitions and events.
5. LSC will not tolerate harassment, bullying, abuse or victimisation of an individual (which the LSC regards as forms of discrimination). This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. LSC will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
6. LSC commits itself to the immediate investigation of any complaints of discrimination on the above grounds, once they are brought to its attention.
7. LSC is committed to taking positive action where inequalities exist and the development of a programme of on-going training and awareness in order to promote the eradication of discrimination and to promote equality and diversity
8. LSC is committed to a policy of equal treatment of all members and employees and requires all members and employees to abide by and adhere to these policies and the requirement of the relevant equality legislation, i.e. Equality Act 2010 as well as any amendments to this act and any new legislation.

LINLITHGOW SPORTS CLUB

Equality and Diversity Policy

Club complaints procedure

In the event that any LSC employee/ member feels that he/she has suffered discrimination or harassment in any way they should follow the procedures below.

1. The Complainant should report the matter in writing to the LSC Secretary, or another LSC BOM member

The report should include:

- (a) details of what occurred;
- (b) details of when and where the occurrence took place
- (c) any witness details and copies of any witness statements;
- (d) names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed).
- e) details of any former complaints made about the incident, including the date and to whom such complaint was made; and an indication as to the desired outcome.

2. If the person accused of discriminatory behaviour is a member, a designated member of the LSC BOM, or another member of the LSC BOM

- will request that both parties to the complaint submit written evidence regarding the incident(s), the complainant will have already supplied such information, see point 1 Club Complaints Procedure.
- may decide (at their sole discretion) to uphold or dismiss the complaint without holding a hearing;
- may (at their sole discretion) hold a hearing at which both parties will attend, separately, and present their case. Witnesses for the Complainant and Alleged Offender will be allowed to attend all disciplinary hearings, this may involve parents, if children are involved
- will have the power to impose any one of the following sanctions on any member found to be in breach of the LSC Equality and Diversity Policy
 - (a) warn as to future conduct;
 - (b) suspend from membership;
 - (c) remove from membership
- will provide both parties with written reasons for its decision to uphold or dismiss the complaint within one week of such a decision being made;

LINLITHGOW SPORTS CLUB

Equality and Diversity Policy

3. Either party may appeal the decision, in writing, to the President of the LSC BOM within one week of the LSC's decision being notified to that party.
4. If the person accused of discriminatory behaviour is an employee of the LSC, the LSC will regard the incident as a disciplinary issue and will follow the disciplinary procedure set out for employees
5. If the nature of the complaint is with regard to a member of LSC BOM, the complainant has the right to report the discrimination or harassment directly to their Club registered body

Terminologies and descriptors

Disability under the Equality Act 2010 is defined as:

'a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities. 'Substantial means more than minor or trivial. 'Impairment' covers, for example, long-term medical conditions such as asthma and diabetes, and fluctuating or progressive conditions such as rheumatoid arthritis or motor neurone disease. A mental impairment includes mental health conditions (such as bipolar disorder or depression), learning difficulties (such as dyslexia) and learning disabilities (such as autism and Down's Syndrome). Some people, including those with cancer, multiple sclerosis and HIV/AIDS, are automatically protected as disabled people by the Act. People with severe disfigurement will be protected as disabled without needing to show that it has a substantial adverse effect on day-to-day activities.'

Direct discrimination occurs where a person is treated less favourably than another person because of a protected characteristic, such as their race, gender, disability or sexuality.

Indirect discrimination occurs where the effect of certain requirements, provision or practices imposed by an organisation has an adverse impact disproportionately on one group or other. Indirect discrimination generally occurs when a rule or condition, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group; the rule is to their advantage and it cannot be justified on other grounds.

Positive discrimination is illegal under UK anti-discrimination law and should not be confused with Positive Action. Positive discrimination generally means being favourable towards an individual or group for whatever reason, especially in the provision of social and educational facilities and employment opportunities.

LINLITHGOW SPORTS CLUB

Equality and Diversity Policy

Positive Action is legal and describes measures targeted at a particular group underrepresented in a particular programme or aspect of a sport. The term 'positive action' refers to a number of methods designed to counteract the effects of discrimination and to help eradicate stereotyping. It can be initiatives

or activities that attempt to redress imbalances by providing extra help, doing things in a different way or promoting opportunities in targeted places and to targeted groups. Under this broad meaning, positive action may include actions such as the introduction of discriminatory selection procedures, and training programmes or policies aimed at preventing sexual harassment. An example of positive action being taken is the employment of a female coach to lead a session aimed at women, to specifically encourage uptake and participation by female members.

Harassment and Bullying- Harassment and Bullying can be described as inappropriate actions, behaviour, comments or physical contact, which may cause offence i.e. mental or physical anxiety or hurt to an individual: It may be related to gender, race disability, sexuality, age, religion, nationality or any personal characteristic of an individual.

Victimisation can be described as treating an individual less favourably than one would treat others because the individual has made a complaint of discrimination, or given evidence about such a complaint.

Prejudice is literally pre-judging someone. It is usually led by negative, irrational feelings, resulting from preconceived attitudes and opinions.

Stereotyping is grouping or labelling people because they are members of a particular 'visible' group, and assuming that they have particular traits that are considered to be characteristics of that group.

Dignity is about respectful, responsible, fair and humane behaviour, something that is reflected in the club's constitution.

Disadvantage is where, as a result of discrimination, an individual or group is deprived of some or all resources and opportunities. This may affect people directly or indirectly.

Social exclusion is when people or areas suffer from one or a combination of linked problems such as unemployment, poor skills, low income, high crime environments or lack of facilities.

LINLITHGOW SPORTS CLUB

Equality and Diversity Policy

I have read and agree to abide with the requirements set out in the Linlithgow Sports Club Equality and Diversity Policy, dated 3rd July 2021.

Margaret M. Blake (TREASURER)

Laurie McKelvie PRESIDENT

Diane Mackie (SECRETARY)